

12th Annual Tennessee Sex Offender Treatment Board Training Conference

August 3 – 6, 2008



Theme: Sex Offender Risk Management

Online Registration:

<http://www.state.tn.us/correction/tsotb/annual2008.html>

TENNESSEE SEX OFFENDER TREATMENT BOARD 2008 ANNUAL TRAINING CONFERENCE

CONFERENCE OBJECTIVES

- To identify and train professionals in techniques for sex offender management which reduces recidivism and enhance public safety
- To employ new practices for the treatment and supervision of sex offenders
- To describe current legal, administrative, and policy issues regarding sex offender management
- To encourage multi-agency and cross-discipline collaboration of professionals

CONTACT INFORMATION

Sex Offender Treatment Board**

Tennessee Department of Correction
320 Sixth Avenue North
4th Floor, Rachel Jackson Building
Nashville, TN 37243-0465
Phone: (615) 741-1000, ext. 8163
Fax: (615) 532-3065

**The Sex Offender Treatment Board (SOTB) is located within the Tennessee Department of Correction's Mental Health Division.

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THE TENNESSEE SEX OFFENDER TREATMENT

BOARD

The Sex Offender Treatment Board is part of the Tennessee Department of Correction, which manages the Board's legislatively mandated work including the Sex Offender Fund.

In 1995, the Tennessee General Assembly created the Sex Offender Treatment Board in the Department of Correction and declared, [*reference* TCA 39-13-702 (a)], that the "...comprehensive evaluation, identification, treatment and continued monitoring of sex offenders who are subject to the supervision of the criminal justice system are necessary in order to work toward the elimination of recidivism of such offenders."

To that end, the General Assembly charged the Board with these activities:

- developing and implementing methods of intervention
- developing and prescribing a standardized procedure for the evaluation and identification of sex offenders
- development of guidelines and standards for a system of programs for the treatment of sex offenders placed on probation, incarcerated in the Department of Correction, placed on parole, or placed in community corrections.

Additionally, the Board was charged with researching and analyzing the program effectiveness, developing and prescribing an offender tracking system, and developing a system for monitoring offender behavior.

Historically, the Board's work emphasized development of a statewide system of professionals specializing in sex offender treatment. This foundational work was essential due to the deficit of treatment professionals with specialized knowledge and training of the adult and juvenile sex offender populations. Therefore, in 1995, the Board contracted with the Special Problems Unit, Department of Psychiatry, University of Tennessee - Memphis. The Sex Offender Treatment manual was an outcome of the collaboration. For twelve (12) years, the Board has provided specialized training in sex offender treatment techniques through an annual training conference. Recently, the Board has emphasized formalizing standards, guidelines, as well as administrative policy and procedure.

The Board is comprised of a group of individuals dedicated to the mission of reducing the likelihood of sexually based offenders. The vision is to enhance public safety by laying the groundwork for a comprehensive approach to juvenile and adult sex offender management in Tennessee.

VISION, MISSION, AND GOALS

❧VISION❧

A comprehensive approach to adult and juvenile sex offender management in Tennessee, which enhances professional standards and collaboration for stakeholders those results in enhanced public safety.

❧MISSION❧

To reduce the likelihood of sexually based offenses.

❧GOALS❧

- Development of treatment standards
- Development of treatment provider standards
- Establishment and maintenance of a statewide provider network
- Provision of access to treatment for indigent offenders
- Provision of continuing education
- Promotion of effective collaboration among stakeholders



SOTB Members

❧SOTB Presiding Officer❧

Jeanine C. Miller, PhD
*Director of Mental Health
Department of Correction*

❧SOTB Members❧

J. Mike Adler, PhD
*Counseling and Consultation
Services, Inc.*

Valda Cowan
*Community Corrections Advisory
Board*

Pam Beck
Tennessee Bureau of Investigation

David Doyle
*Sumner County Public Defender
Office*

Bonnie Beneke
*Tennessee Chapter of Children's
Advocacy Center*

Kirk Smith
Board of Probation and Parole

Jeanne Brooks
Department of Children's Services

Verna Wyatt
You Have the Power

Mike Bottoms
District Attorney General

Sara Vardell, PsyD
Department of Correction

❧❧Ex-Officio Members❧❧

Bryce Coatney
*SOTB Legal Counsel
Department of Correction*

Judy Lambert
*SOTB Fiscal Advisor
Department of Correction*

SCHEDULE-AT-A-GLANCE

❧AUGUST 3, SUNDAY❧

7:00 p.m. – 9:00 p.m. Pre-Conference Reception
7:00 p.m. – 9:00 p.m. Early Registration

❧AUGUST 4, MONDAY❧

8:00 a.m. – 4:00 p.m. Registration

8:00 a.m. – 8:30 a.m. Opening Remarks
8:30 a.m. – 9:45 a.m. Keynote Address
9:45 a.m. – 10:00 a.m. Break
10:00 a.m. – 12:30 p.m. Concurrent Sessions
10:00 a.m. – 12:30 p.m. New Provider Training

12:30 p.m. – 1:15 p.m. Lunch: Tour of Italy Buffet
(MUST HAVE A TICKET TO ATTEND)

1:30 p.m. – 4:30 p.m. Concurrent Sessions
1:30 p.m. – 4:30 p.m. New Provider Training
3:00 p.m. – 3:15 p.m. Break

❧AUGUST 5, TUESDAY❧

8:00 a.m. – 4:00 p.m. Registration

8:00 a.m. – 8:45 a.m. Plenary Session

8:45 a.m. – 9:00 a.m. Break
9:00 a.m. – Noon Concurrent Sessions
8:30 a.m. – Noon New Provider Training
Noon – 1:15 p.m. Lunch: Smoky Mountain Buffet
(MUST HAVE A TICKET TO ATTEND)

1:30 p.m. – 4:30 p.m. Concurrent Sessions
1:30 p.m. – 4:30 p.m. New Provider Training
3:00 p.m. – 3:15 p.m. Break

❧AUGUST 6, WEDNESDAY❧

8:00 a.m. – 4:00 p.m. Registration
9:00 a.m. – 12:30 p.m. New Provider Training
10:15 a.m. – 10:30 a.m. Break
Noon – 1:15 p.m. Lunch: South of the Border Buffet
1:30 p.m. – 4:30 p.m. Concurrent Sessions
3:00 p.m. – 3:15 p.m. Break

CONFERENCE SESSIONS

8:00 A.M. AUGUST 4, MONDAY

Welcome..... Dr. Jeanine Miller
Director Mental Health

Introduction of Speaker.....Jim Thrasher
Executive Assistant to Commissioner

Opening RemarksCommissioner George Little(1)
Tennessee Department of Correction

.....Lester L. Lewis, Jr., M.D.(2)
TDOC Medical Director

Keynote Address I Never Thought It Was Rape (3)
Verna Wyatt, You Have the Power
CE Credits: 1.25

10:00 a.m. – 12:30 p.m.

§Addressing Shame in Work with Sex Offenders and their Families (4) (I, B)

This workshop offers understanding on shame and other related emotions such as guilt, anger, and sadness. The participants will also gain an understanding of some of the cultural roots of shame, and its role in sex offending. The attendees will gain insight on working with clients affected by sexual abuse, to maximize their recovery and minimize the crippling affects of shame. The course facilitator will also explain how the shame around sexual offending can affect professionals as well as clients.

Lisa Fontes, PhD

CE Credits: 2.25

P Preliminary
J Juvenile

I Intermediate
A Adult

AD Advanced
B Both

§From Discovery to Recovery: Neuroscience, Spirituality, and 12-Step Facilitated Recovery: An Evidence Based Training, Part I (5) (I, A)

This workshop will train participants in understanding how the mental process of perception changes as progress is achieved through the stages of recovery, five levels of genetically programmed, species-specific unconscious mind and their relations to addiction. The program will also discuss both Western psychology and Eastern philosophy relevant to the treatment of addictive disorders. The facilitator will fully describe addiction and recovery as an integration of spiritual, physiological, psychological, behavioral, and social phenomenon

Cardwell C. Nuckols, PhD

CE Credits: 2.25

§Juveniles who Sexually Abuse: Goal Oriented Models for Intervention (6) (I, J)

The course will discuss the evolution of current juvenile models from historical adult models. In the course, the attendee will also learn about the risks/assets balance and implications from science re-developmental and resiliency research and the treatment goal of this category of offenders.

Gail Ryan, MA

CE Credits: 2.25

§Empathy and Victim Clarification (7) (I, B)

This information packed session will help participants identify the components of empathy, understand how empathy is not directly related to recidivism, and distinguish empathy from victim clarification. The facilitator will share why teaching empathy might be dangerous for sexual offender treatment, the four components of David Finkelhor's Traumagenic model of sexual abuse, and recognizing that not all victims desire contact but they would like to understand the behavior of an offender. Each participant will learn how to incorporate victim empathy into sex offender treatment plans and participate in exercises in empathy and victim clarification.

Niki E. Delson, LCSW

CE Credits: 2.25

§Treating Mentally Retarded/Developmentally Delayed Sex Offenders in Tennessee (8) (I, B)

This workshop discusses the many ways to explore differences in the clinical treatment of MR/DD offenders, reviews some assessment instruments for the MR/DD offender population, looks at understanding macro-system (i.e. criminal justice, probation, DMRS) influences on treatment and reviews two treatment programs currently providing services in Tennessee.

Michael Gavetti, PhD

CE Credits: 2.25

§New Provider Training (9) (I, AD, A)

In this course, participants will understand dynamic and static risk factors. Participants will also recognize differences in treating sex offenders as opposed to traditional clients and understand the Sex Offender Treatment Board's philosophy of treating sex offenders.*

Mike Adler, PhD, Donna Moore, PhD, and Tony Rankin, MA CE Credits: 18.0
(*Must complete three (3) days mandatory training) See Program Description

❧LUNCH SPEAKER❧

Introduction of Speaker.....Jim Thrasher
Executive Assistant to Commissioner

Departmental Overview(10).....Deputy Commissioner Gayle Ray
Tennessee Department of Correction

1:30 p.m. – 4:30 p.m.

§Alright I Guess: How to Keep This Work from Getting You Down (11) (P, I, AD, Both)

After attending this workshop, participants will be able to separate themselves more easily from the depressing aspects of their work by learning to leave it at the office. They will also gain insight in remembering that even when they have had a bad day, their work is still valuable.

Lisa Fontes, PhD

CE Credits: 2.5

§From Discovery to Recovery: Neuroscience, Spirituality, and 12-Step Facility Recovery: An Evidence Based Training, Part II (12) (I, A)

This workshop will train participants in understanding how the mental process of perception changes as progress is achieved through the stages of recovery, the five levels of genetically programmed species-specific unconscious mind, and their relations to addiction. The program will also discuss both Western psychology and Eastern philosophy relevant to the treatment of addictive disorders. The facilitator will fully describe addiction and recovery as an integration of spiritual, physiological, psychological, behavioral, and social phenomenon

Cardwell C. Nuckols, PhD

CE Credits: 2.5

§Juveniles who Sexually Abuse: Supervision and Corrective Care (13) (I, J)

This course discusses the informed supervision of youth who have sexually abused, risk management and the ongoing safety planning, safety nurturance, and growth through the alternative group care setting.

Gail Ryan, MA

CE Credits: 2.5

§The Treatment Team as a Moral Compass (14) (I, AD, B)

This session will help participants to understand that it takes a team to manage dangerous sex offenders in the community. There will be discussion of the awareness of conscience building as a treatment, becoming familiar with the research on attachment and sexual offending, and understanding the importance of attachment in conscience development. The session will also entail information on learning how to use the professional relationship to build conscience functioning, learning about the five core components of conscience, and engaging in experiential exercises to elucidate conscience domains.

Niki E. Delson, LCSW

CE Credits: 2.5

§Impacting Sex Offender Management Policy through Multi-Disciplinary Collaboration (15) (P, I, AD, Both)

The focus of this presentation will be on the development and implementation of sex offender management policy on a state and national basis. The central premise of the symposium is the importance of affecting the development of sex offender management policy through multi-disciplinary collaboration between sex offender treatment, management and research professionals, victim advocates, elected officials, and other key stakeholders.

Christopher Lobanov-Rostovsky, LCSW

CE Credits: 2.5

§New Provider Training (16)*(I, AD, A)

Mike Adler, PhD, Donna Moore, PhD, and Tony Rankin, MA

8:00 AM AUGUST 5, TUESDAY

Plenary Session (P, I, AD, Both)

Board & Legislative Update (17) Bryce Coatney, JD

In this session, participants will be updated on Tennessee legislative changes relating to sex offenders.

CE Credits: 1.0

9:00 a.m. – Noon

§From Discovery to Recovery: Neuroscience, Spirituality, and 12-Step Facility Recovery: An Evidence Based Training, Part III (18) (I, A)

This workshop will train participants in understanding how the mental process of perception changes as progress is achieved through the stages of recovery, five levels of genetically programmed, species-specific unconscious mind and their relations to addiction. The program will also discuss both Western psychology and Eastern philosophy relevant to the treatment of addictive disorders. The facilitator will fully describe addiction and recovery as an integration of spiritual, physiological, psychological, behavioral, and social phenomena.

Cardwell C. Nuckols, PhD

CE Credits: 2.5

§Juveniles who Sexually Abuse: Traditional & Offense Specific Treatment, Part III (19) (I, J)

This workshop deals with traditional counseling strategies applicable in treating the dynamics associated with abuse, offense specific interventions relevant to a history of sexually abusive behavior, and changing the changeable. The outcomes relevant to the risk reduction and health promotion will also be discussed. (Prerequisites: Parts I & II)

Gail Ryan, MA

CE Credits: 2.5

§Onset, Maintaining Risk Factors, & Treatment of Sexually Maladaptive Behavior: Introduction to Sex Offender Assessment & Treatment: Part I (20) (P, I, A)

This workshop is an overview of several aspects of sex offender evaluation and treatment. Beginning with discussion of how problematic sexual behaviors develop, we will then review assessing criminogenic needs that drive offense behaviors. Assessing individual risk factors and tailoring treatment to best engage the offender in the change process is also discussed.

Gerry Blasingame, MA

CE Credits: 2.5

§Trauma Informed Sex Offender Treatment (21) (I, AD, A)

This session primarily gives the participant information about recent trends in theories of sexual offending and their impact on treatment targets and methods. The consideration of sex offender treatment as it relates to a working therapeutic relationship, the elements of a trauma informed CBT-RP treatment model, and the consideration of the ways of matching treatment targets to the individual's risk, needs, and responsivity will be discussed.

Ronald J. Ricci, PhD

CE Credits: 2.5

§What To Do When Your Client Does not Speak English Well (22) (P, I, AD, Both)

This workshop will help you to understand your options for conducting interviews and interventions when your client is not a native speaker of English, how to overcome barriers to effective communication, and how to understand and learn to compensate for the difficulties your client faces when obligated to speak in a language that is not their first language.

Lisa Fontes, PhD

CE Credits: 2.5

§Ethics are Always Important for the Professional (23) (P, I, AD, Both)

This workshop explores ethical issues as they relate to one's own values. It discusses why appropriate confidentiality is important in the professional relationship and when it is necessary to file a report. Other issues to be explored: accepting gifts from clients – is it ever appropriate to accept, dual relationships such as business dealings, social situations, and intimate relationships. General ethics across disciplines will be discussed and interactive small group discussions will explore scenarios of gray areas – what do you do?

Frances Clark, PhD

CE Credits: 3.0

§New Provider Training (24)*

Mike Adler, PhD, Donna Moore, PhD, and Tony Rankin, MA

1:30 p.m. – 4:30 p.m.

§From Discovery to Recovery: Neuroscience, Spirituality, and 12-Step Facility Recovery: An Evidence Based Training, Part IV (25) (I, A)

Cardwell C. Nuckols, PhD

CE Credits: 2.5

§Juveniles who Sexually Abuse: Co-occurring Psychiatric Disorders (26) (I, J)

This workshop is helpful for all mental health professionals in the evaluation and treating of youth and their families. Information in this workshop will include relating the symptoms of co-occurring disorders to the dynamics associated with abuse, reflecting on differential strategies relevant to differential diagnoses, and recognizing impediments to success and strategies to moderate long-term risks. (Prerequisites: I, II & III)

Gail Ryan, MA

CE Credits: 2.5

§Onset, Maintaining Risk Factors and Treatment of Sexually Maladaptive Behavior: Introduction to Sex Offender Assessment and Treatment: Part 2 (27) (P, I, A)

This workshop is an overview of several aspects of sex offender evaluation and treatment. Beginning with discussion of how problematic sexual behaviors develop, we will then review assessing criminogenic needs that drive offense behaviors. Assessing individual risk factors and tailoring treatment to best engage the offender in the change process is also discussed.

Gerry Blasingame, MA

CE Credits: 2.5

§Identifying and Treating Internet Sex Offenders (28) (I, A)

This session introduces participants to a specific group of sexual offenders—internet offenders. Internet offenders include men who produce and trade child pornography, chat online with children about sexual behavior, send live or recorded images of themselves to children, or target children for future sexual exploitation. This session includes conceptualization of internet offenders and their predatory behaviors according to risk level. Case discussion and management strategies are included in this session.

Donna Moore, PhD

CE Credits: 2.5

§Turning the Tide: Attachment, Complex Trauma, & Collaboration (29) (I, AD, Both)

This session will help the participants to learn about the significance of attachment relationships and the impact of complex trauma, to learn how to identify and mobilize appropriate team members to engender positive change with you and families, and to learn to develop a common framework that supports the team's interventions with youth. The course will also expose the participant to information on learning interventions that promote quality positive attachments and the understanding of how to work with youth and family systems that are resistant to collaboration.

Tarah M. Kuhn, PhD and Jon Ebert, PsyD

CE Credits: 2.5

§Sexual Transference and Counter Transference in Counseling (30) (P, I, AD, Both)

This workshop presents a topic of great importance to those who work with clients who have difficulty with healthy boundaries. It deals directly with the issues that create sexual dynamics between professionals and clients. Transference and counter-transference issues can easily be misunderstood and violation of ethical boundaries may result. This workshop teaches participants how to create healthy boundaries and confront unhealthy behaviors in clients.

Frances Clark, PhD

CE Credits: 3.0

§New Provider Training (31)

Mike Adler, PhD, Donna Moore, PhD, and Tony Rankin, MA

AUGUST 6, WEDNESDAY

9:00 a.m. – 12:30 p.m. ~~~~~ **1:30 p.m. – 4:30 p.m.**

§New Provider Training (32)*

§New Provider Training (33)*

Mike Adler, PhD, Donna Moore, PhD, and Tony Rankin, MA

Lunch will be provided for attendees and faculty

CONTINUING EDUCATION CREDITS

SOTB Certificates of Attendance at SOTB Sponsored Conferences

All SOTB attendance certificates are distributed on-site at the completion of the conference. Participants' attendance must be verified by checking in at the Conference Registration Desk daily before 10:00 a.m. ***SOTB Certificates of Attendance will be distributed on the final day.*** Participants who do not pick up their certificate must contact the SOTB office to receive it. There is a \$5 fee to mail each certificate. For participants whose attendance cannot be fully verified, attendance certificates will be reprinted at the SOTB office to reflect the actual number of hours for which attendance can be verified; these certificates will be mailed.

All SOTB conference participants will be awarded general Continuing Education Credit (CEs) from the Sex Offender Treatment Board on their attendance certificate following verification of attendance. This service is offered at no additional charge to participants. These CEs are awarded in a ratio of one Continuing Education Credit for every one (1) hour of classroom instruction (refer to course descriptions for Contact Hours & CEs). It is the responsibility of the participant to determine if his or her licensing board will accept these CEs. Please note that attendance certificates including CEs will only be awarded for days that attendance can be verified.

The SOTB strongly recommends that participants in all SOTB trainings, whether at an SOTB sponsored conference or other conferences, retain all Certificates of Attendance for those trainings in a safe place. The SOTB is not currently able to provide an individual with a transcript of trainings attended. Certificates of Attendance are your best proof of attendance at SOTB trainings.

NOTE: SOTB certificates of attendance are not proof of profession specific CE/Contact Hours.

To request a replacement certificate of attendance, contact the SOTB office.

SOTB Sponsored Conferences

SOTB offers Profession-specific Continuing Education Credits as well as general (not specific to a profession) Continuing Education (CEs) for most courses taught at SOTB sponsored conferences. Participants at SOTB conferences represent a multitude of professions, some of which do not require Continuing Education to maintain licensure. For this reason, it is SOTB's policy not to incorporate application fees for Continuing Education documentation into the conference registration fee. Thus, only those individuals who require CE documentation are charged applicable fees. For those professions requiring fees to obtain CE documentation, the fee range is \$15 to \$25. Complete instructions and applications for profession-specific CEs are provided on-site upon request at each SOTB sponsored conference. They also may be obtained from the SOTB office post conference.

If a specific type of continuing education is not listed below, it is not available. SOTB adds additional profession specific CE as staff resources permit. Continuing Education available for an SOTB sponsored conference will be listed in the brochure for that conference.

The Sex Offender Treatment Board (SOTB) offers continuing education credits at no additional charge to participants. Continuing education credits are documented on the attendee's certificate of training.

Credit is awarded on a session-by-session basis. Credit is awarded after participation and upon submission of a completed evaluation for each session for which credit will be awarded. Partial credit is not awarded; late arrivals or early departures forfeit awarding of CE credits.

Psychologists

This program is sponsored by the Sex Offender Treatment Board (SOTB). The SOTB maintains responsibility for this program. This program offers continuing education for psychologists. The SOTB has applied to the American Psychological Association for sponsorship approval. This section will be updated as information is received by the SOTB.

Certified Counselors

This program is sponsored by the Sex Offender Treatment Board (SOTB). The SOTB maintains responsibility for this program. This program offers continuing education for certified counselors. **“This program has been approved by the National Board of Certified Counselors”**



CONFERENCE REGISTRATION

Attendees must register online. Purchase orders and journal vouchers are accepted only from government agencies and their contractors, and must accompany the conference registration.

REGISTRATION FEES

<i>2008 Attendee Type</i>	<i>Early Reg. Fee</i>	<i>Late Reg. Fee</i>
Date	6/1 - 7/10	7/11
New Community Provider	\$375	\$450
Existing Community Provider	\$250	\$350
Community Supervisor	\$250	\$350
Law Enforcement	\$250	\$350
Polygrapher	\$250	\$350
Board of Probation and Parole	\$250	\$350
State Employee Provider	\$250	\$350
Student	\$250	\$350

Online Registration:

<http://www.state.tn.us/correction/tsotb/annual2008.html>

Payment by Mail or Journal Voucher

Send your payment to:

Department of Correction
320 Sixth Avenue North
Fourth Floor RJB
Nashville, TN 37243-0465
ATTN: Dr. Jeanine C. Miller

Registration Confirmation

Each registrant will receive written confirmation of registration. Please allow two to three weeks for processing. Badges and other meeting materials are distributed onsite at the conference registration desk at check in.

CANCELLATION POLICY

Substitutions are permitted. Call the SOTB office at (615-741-1000 ext. 8163) with the substitute's name and address OR update the online profile. If a participant does not attend the conference and fails to cancel, he or she is responsible for the entire fee. ***Please take note of the applicable dates and refund amounts.***

IMPORTANT DATES	REFUND AMOUNT
1 ST Day Registration – June 30	100% Refund
July 1 – July 7	Amount paid minus \$100
July 8 – July 25	50% Refund
July 26 and beyond	0% refund



CONFERENCE LODGING

Reserve your room before **July 5, 2008**, to obtain the reduced conference lodging rates listed below. Make your room reservation and be sure to identify yourself as a TN Sex Offender Treatment Board annual training conference participant. Lodging is not included in the registration fee.

Holiday Inn Select (conference site)

Nashville – Opryland/ Airport

220 Elm Hill Pike

Nashville, TN 37214

615-833-9770

- \$107 single / \$117 double / Executive Level-Add \$20 per upgrade
- Rates include full breakfast buffet daily in the restaurant.
- Hotel to host Welcome Reception Beverages to include two drink tickets on Sunday.

The conference venue is barrier free and handicap accessible; however, persons who want to request an accommodation for handicap or disability may contact the Sex Offender Treatment Board.



Holiday Inn Select Opryland Airport Location

GRIEVANCE PROCEDURE

The Department of Correction Sex Offender Treatment Board (The Board) is fully committed to conducting all activities in strict conformance with applicable State policy and procedure. The Board will comply with all legal and ethical responsibilities to be non-discriminatory in promotional activities, program content and in the treatment of program participants. The monitoring and assessment of compliance with these standards will be the responsibility of members of the Sex Offender Treatment Board.

While the Sex Offender Treatment Board goes to great lengths to assure fair treatment for all participants and attempts to anticipate problems, there will be occasional issues that come to the attention of the convention staff, which require intervention and/or action on the part of the convention staff, or an officer of the Board. This procedural description serves as a guideline for handling such grievances.

When a participant, either orally or in written format, files a grievance and expects action on the complaint, the following actions will be taken:

1. If the grievance concerns a speaker, the content presented by the speaker, or the style of presentation, the individual filing the grievance will be asked to put his/her comments in written format. The Conference Committee Chair or convention staff will then forward the comments to the speaker, assuring the confidentiality of the grieved individual.

2. If the grievance concerns a workshop offering, it's content, level of presentation, or the facilities in which the workshop was offered, the convention chair will mediate and will be the final arbitrator. If the participant requests action, the convention chair will:

- a. attempt to move the participant to another workshop or
- b. provide a credit for a subsequent year's workshop or
- c. provide a partial or full refund of the workshop fee.

Actions 2b and 2c will require a written note, documenting the grievance, for record keeping purposes. The note need not be signed by the grieved individual.

3. If the grievance concerns the Sex Offender Treatment Board CE program, specifically, the Board Chair will attempt to arbitrate.



Acknowledgements

The Sex Offender Treatment Board wants to formally recognize all of the people who help make this conference a tremendous success. The conference committee truly deserves special recognition for all their hard work and dedication.

Leslie Vincent, MA, SPE
Compliance Monitor
Clinical Services, TDOC

Jeri Trotter
Administrative Assistant
Fiscal Services, TDOC

Cynthia Galbreath, MBA
Asst. to Medical Director
Clinical Services, TDOC

Angela Moore
Administrative Services Assistant
Human Resources, TDOC

Sandra Atchley
Executive Secretary
Clinical Services, TDOC

Cindy Dunning
Web Developer
TDOC



Sincerely,

Sex Offender Treatment Board